

Geographic Area

When the respondents were broken out by geographic area there were 184 urban, 322 rural, and 185 frontier respondents. As seen in Figure 5, frontier areas had the highest return rate with 92.4 percent. The urban areas had the next highest return rate with 90.8 percent. Rural areas had the third highest return rate with 86.3 percent.

Figure 6 indicates that in 2006, 43.9 percent of all full-time budgeted positions and 36.8 percent of all part-time budgeted positions were located in the urban geographic areas, and they accounted for 34.1 percent of all budgeted vacancies, full-time and part-time combined in 2006. In comparison in 2005, 46.5 percent of full-time budgeted positions and 33.5 percent of part-time budgeted positions were located in the urban geographic areas, but they accounted for only 22.1 percent of all budgeted vacancies in 2005, full-time and part-time combined.

This means that in 2006, 65.9 percent of the full-time and part-time budgeted vacancies reported were in rural and frontier geographic areas, a 15.4 percent decrease from 77.9 percent in 2005. In addition, in 2006, 60.9 percent of turnovers were in frontier and rural geographic areas, a 4.1 percent increase from 58.5 percent in 2005. Therefore, the percent of budgeted vacancies, full-time and part-time, in rural and frontier areas decreased from 2005 and the percent of turnovers in rural and frontier areas rose.

Urban Defined

An area having a population center of 50,000 or more.

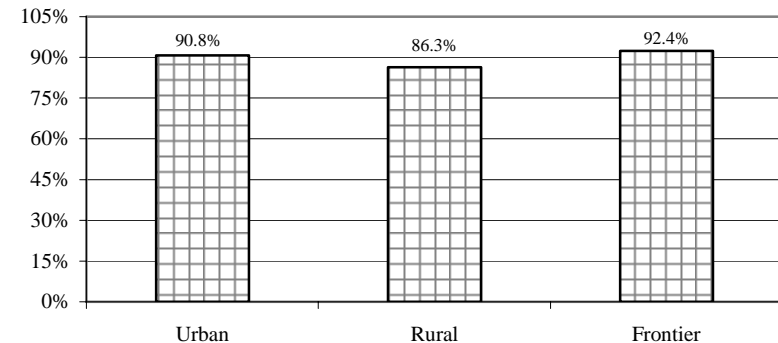
Rural Defined

Population density of more than six persons per square mile but no population centers of 50,000 or more.

Frontier Defined

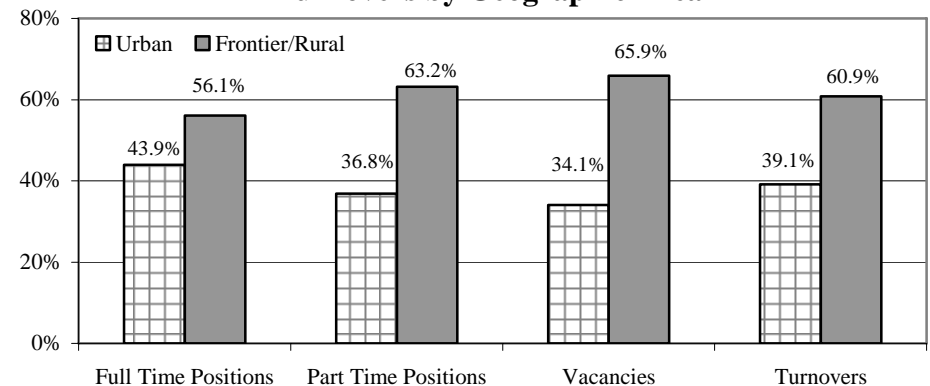
Population density of six or less persons per square mile.

Figure 5
Percent of Surveys Received by Geographic Area



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 6
Percent of Full-Time Positions, Part-Time Positions, Combined Budgeted Vacancies and Combined Turnovers by Geographic Area



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

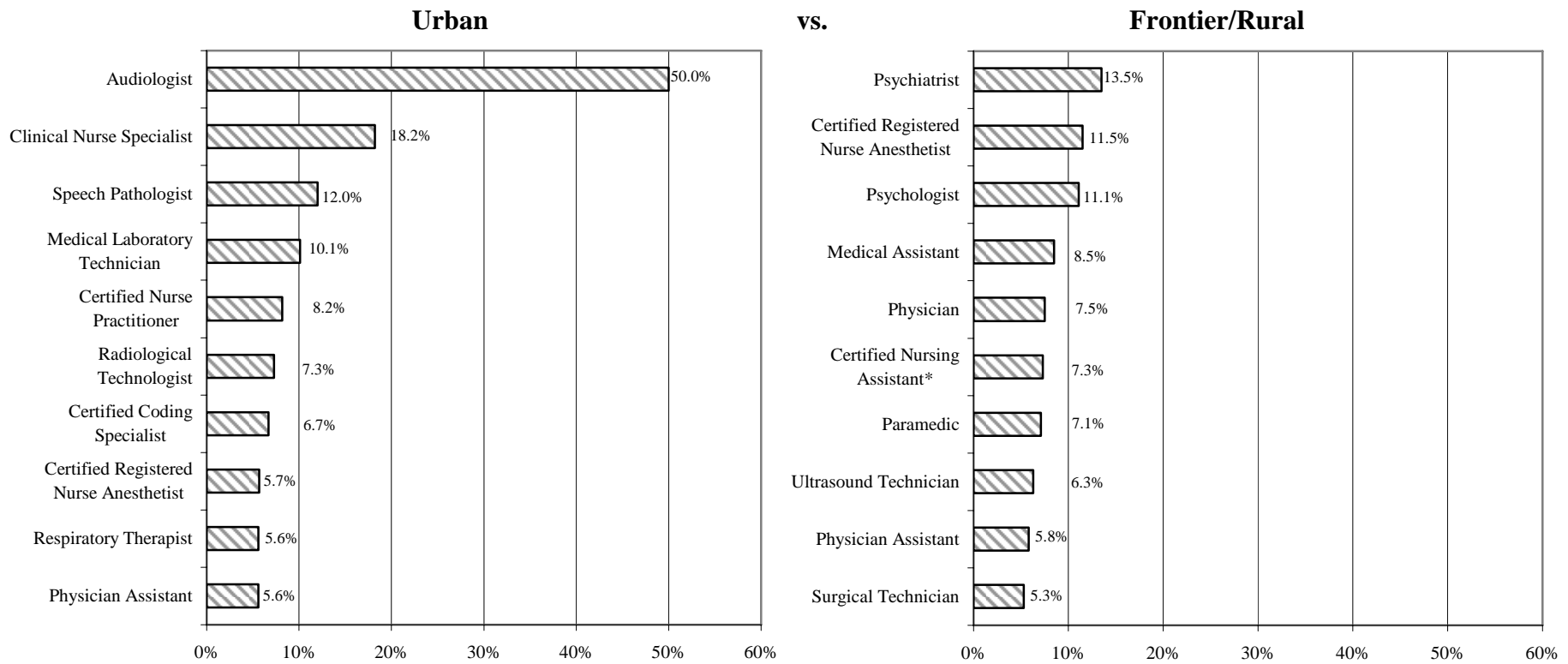
Vacancy numbers are as of January 31, 2006.

For definitions of percent of vacancies and percent of turnovers see, Appendix A.

The positions with the highest percent of vacancies in the urban and frontier/rural geographic areas are reflected in Figure 7. These positions had the highest percentage of vacancies of budgeted positions. Audiologist had the highest vacancy rate in urban geographic areas with 50 percent, followed by clinical nurse specialist with 18.2 percent, and speech pathologist with 12 percent. In the frontier/rural geographic areas psychiatrist had the highest vacancy rate with 13.5 percent, followed by certified

registered nurse anesthetist with 11.5 percent, and psychologist with 11.1 percent. In 2006, the percent of budgeted vacancies for facilities located in urban geographic areas was 3 percent, while the percent of budgeted vacancies for facilities located in frontier/rural geographic areas was 4.8 percent. When comparing to 2005, the percent of budgeted vacancies for urban geographic areas was 2.4 percent, while the percent of budgeted vacancies for frontier/rural geographic areas was 7 percent.

Figure 7
Positions with the Highest Percent of Vacancies by Geographic Areas



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Vacancy numbers are as of January 31, 2006.

For definition of percent of vacancies, see Appendix A.

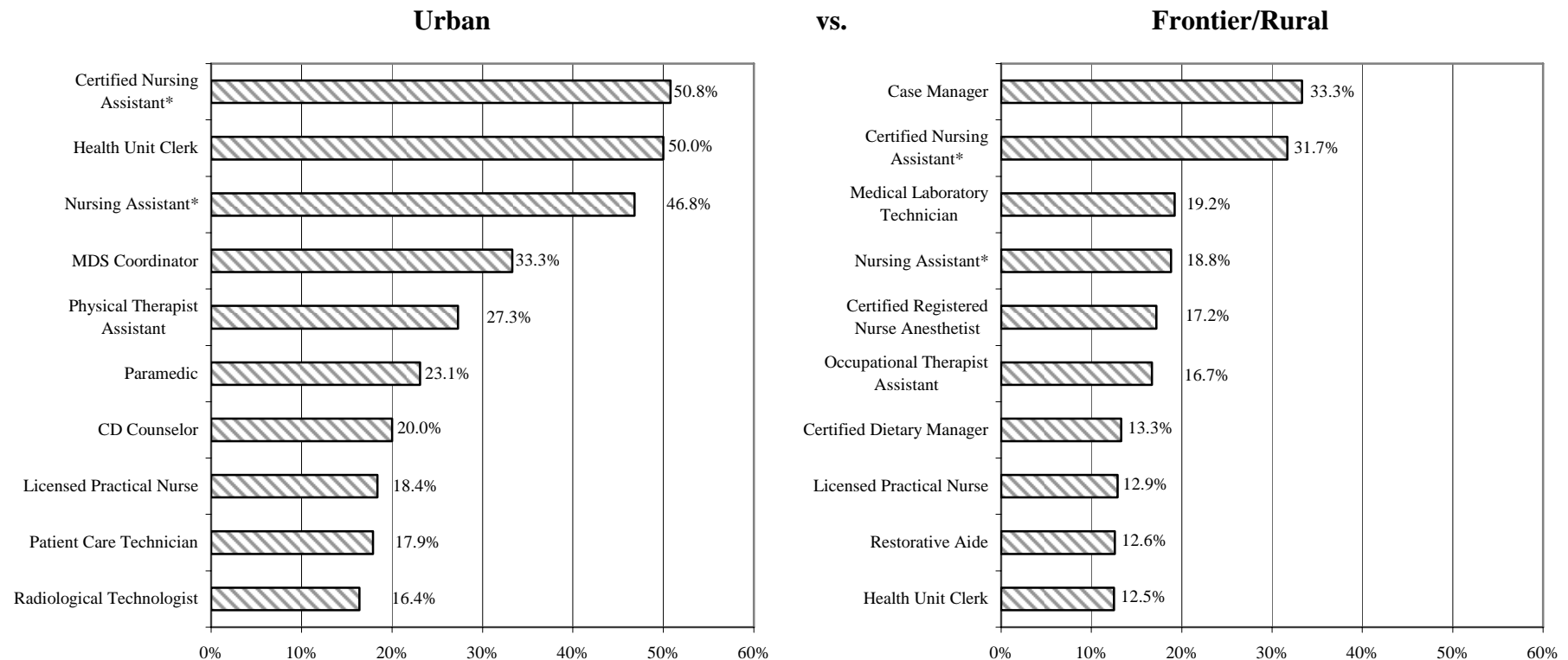
* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

The positions with the highest percent of turnovers in the urban and frontier/rural geographic areas are reflected in Figure 8. This means that these positions had the highest percentage of turnovers of budgeted positions. Certified nursing assistant had the highest turnover in urban geographic areas with 50.8 percent followed by health unit clerk with 50 percent. Nursing assistant with 46.8 percent was the third highest turnover in the urban geographic areas. Case manager had the highest turnover in frontier/rural geographic areas with 33.3 percent followed by certified nursing

assistant with 31.7 percent. The third highest turnover in the frontier/rural area was medical laboratory technician with 19.2 percent. In 2006, the percent of turnovers for facilities located in urban geographic areas was 16.3 percent, while the percent of turnovers for facilities located in frontier/rural geographic areas was 14 percent. When comparing to 2005, the percent of turnovers for urban geographic areas was 15.7 percent, while the percent of turnovers for frontier/rural geographic areas was 15.2 percent.

Figure 8
Positions with the Highest Percent of Turnovers by Geographic Areas



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

For definition of percent of turnovers, see Appendix A.

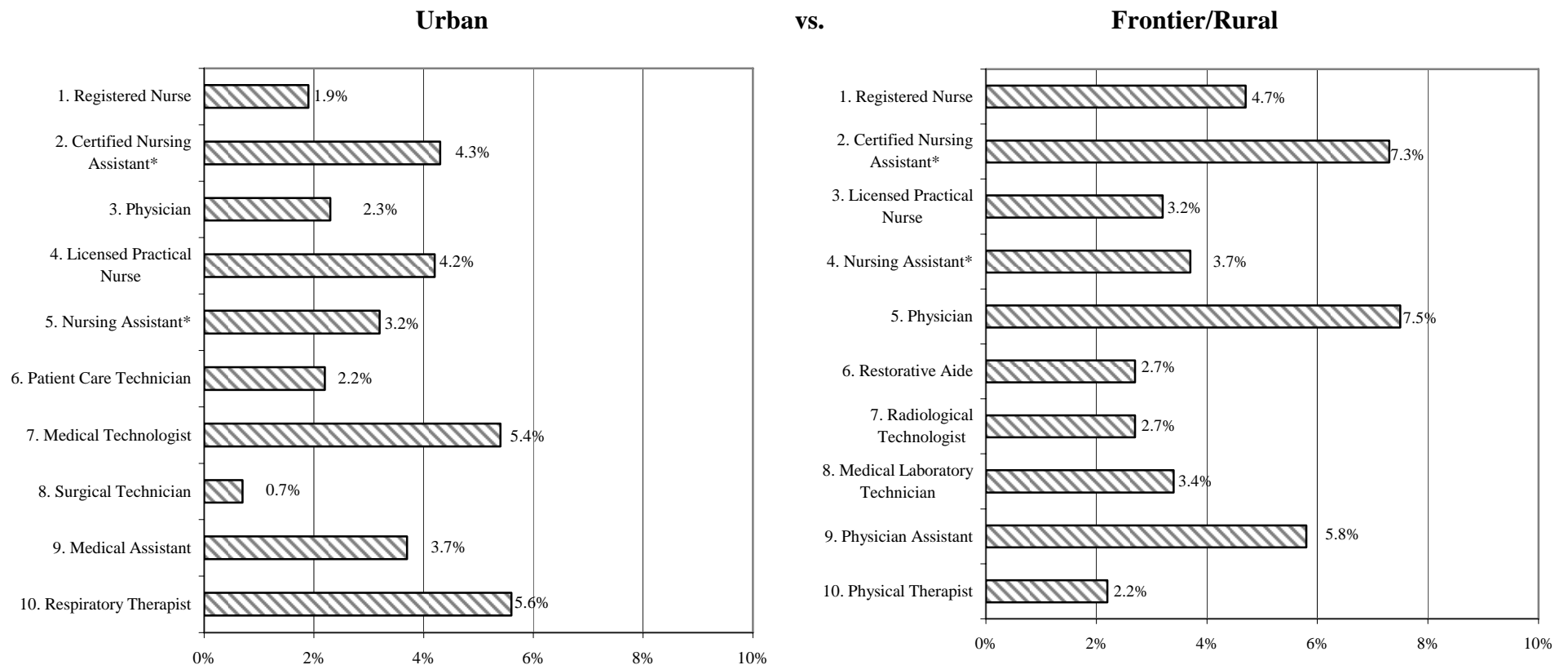
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Another way to look at vacancy percentages would be to list the top 10 budgeted full-time positions and their vacancy rate. Figure 9 displays the top 10 budgeted full-time positions and their vacancy rate. Of the top 10 budgeted full-time positions in the urban geographic areas, respiratory therapist had the highest vacancy rate with 5.6 percent, followed by medical technologist

with 5.4 percent, and certified nursing assistant with 4.3 percent. In the frontier/rural geographic areas physician had the highest vacancy rate with 7.5 percent, followed by certified nursing assistant with 7.3 percent, and physician assistant with 5.8 percent.

Figure 9
Top Ten Budgeted Full-Time Positions and Percent of Vacancies



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Vacancy numbers are as of January 31, 2006.

For definition of percent of vacancies, see Appendix A.

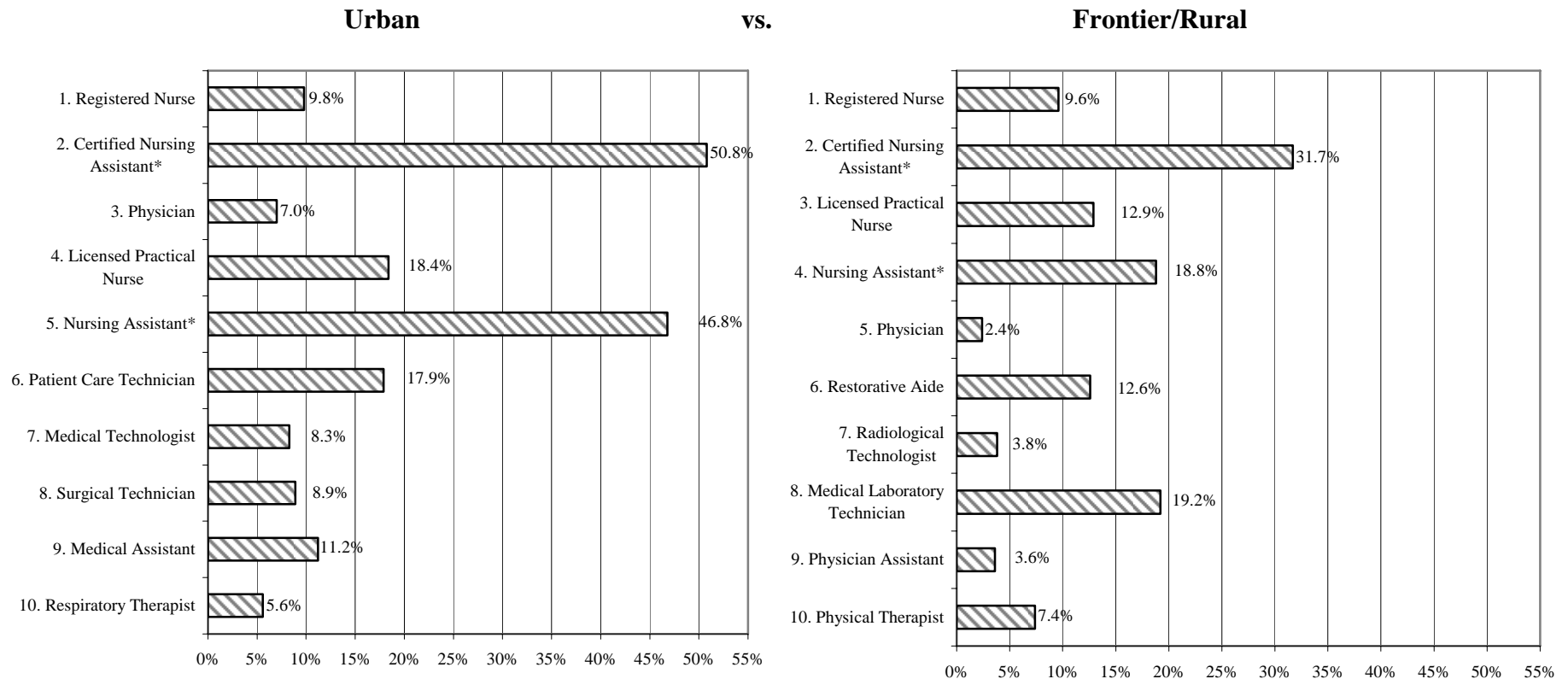
* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Another way to look at turnover percentages would be to list the top 10 budgeted full-time positions and their turnover rate. Figure 10 displays the top 10 budgeted full-time positions and their turnover rate. Of the top 10 budgeted full-time positions in the urban geographic areas certified nursing assistant had the highest turnover rate with 50.8 percent, followed by nursing

assistant with 46.8 percent, and licensed practical nurse with 18.4 percent. In the frontier/rural geographic areas certified nursing assistant was also the highest with a turnover rate of 31.7 percent, followed by medical laboratory technician with 19.2 percent, and nursing assistant with 18.8 percent.

Figure 10
Top Ten Budgeted Full-Time Positions and Percent of Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

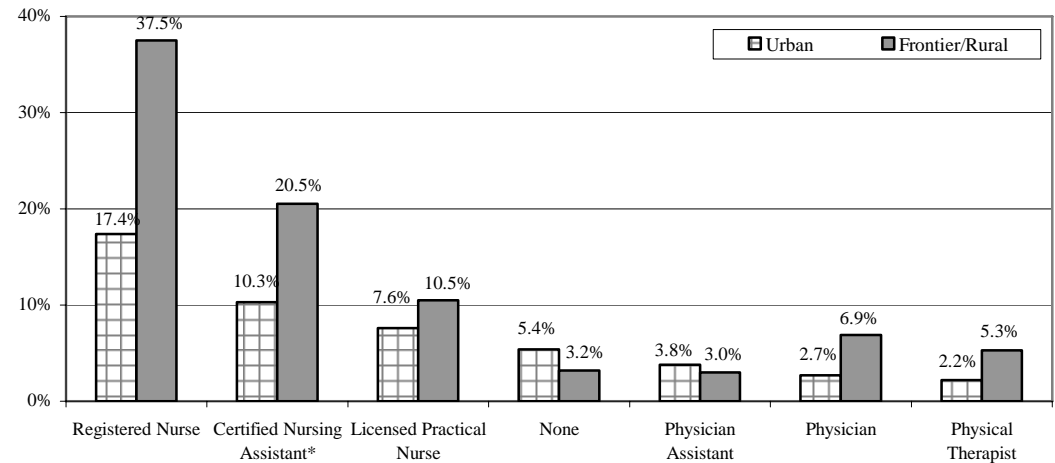
For definition of percent of turnovers, see Appendix A.

* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

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Figure 11 shows hard-to-fill positions in urban and frontier/rural geographic areas. Registered nurse was indicated most frequently as a hard-to-fill position in both urban and frontier/rural geographic areas. Thirty-two of the 184 urban facilities indicated registered nurse as hard-to-fill while 190 of the 507 frontier/rural facilities indicated registered nurse as hard-to-fill. The second most frequently indicated position for both urban and frontier/rural area was certified nursing assistant. Nineteen facilities indicated certified nursing assistant as a hard-to-fill position in urban areas and 104 facilities indicated certified nursing assistant as a hard-to-fill position in frontier/rural areas.

Figure 11
Hard-to-Fill Positions by Geographic Area



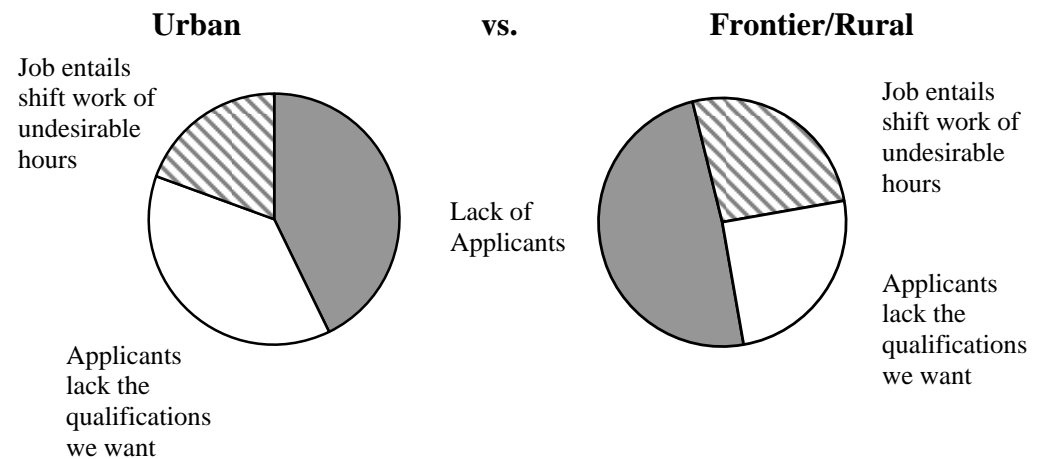
Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: * Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Figure 12 shows the responses to why there were hard-to-fill vacancies for both urban and frontier/rural geographic areas. The number one reason for both urban and frontier/rural geographic areas was “lack of applicants.” The number two reason for urban geographic areas was “applicants lack the qualifications we want” while the number two reason for frontier/rural geographic areas was “job entails shift work of undesirable hours.” The number three reason for urban geographic areas was “job entails shift work of undesirable hours” while the number three reason for frontier/rural geographic areas was “applicants lack the qualifications we want.”

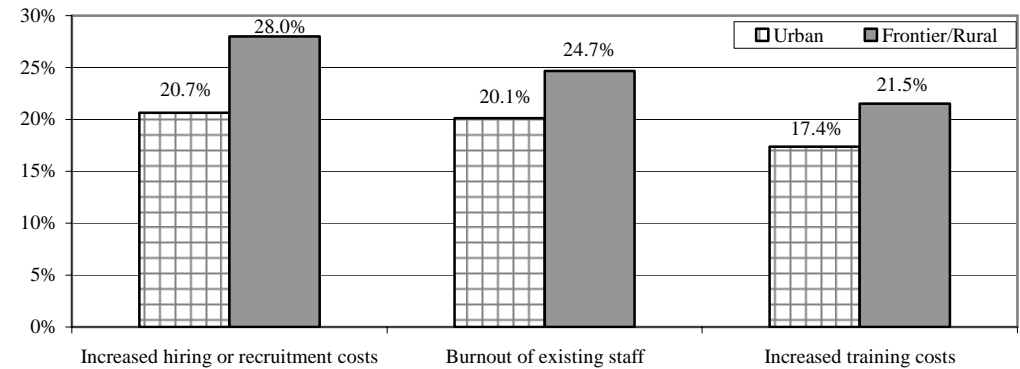
Figure 12
Responses to Why Positions Were Hard-to-Fill by Geographic Area



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 13 shows the impact of vacancies or turnovers on an institution. The top response of the impact of vacancies or turnovers on an institution in both urban and frontier/rural geographic areas was “increased hiring or recruitment costs.” The second most frequently indicated response in both urban and frontier/rural geographic areas was “burnout of existing staff.” The third most frequently indicated response in both urban and frontier/rural geographic areas was “increased training costs.”

Figure 13
Impact of Vacancies or Turnovers on an Institution by Geographic Area



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

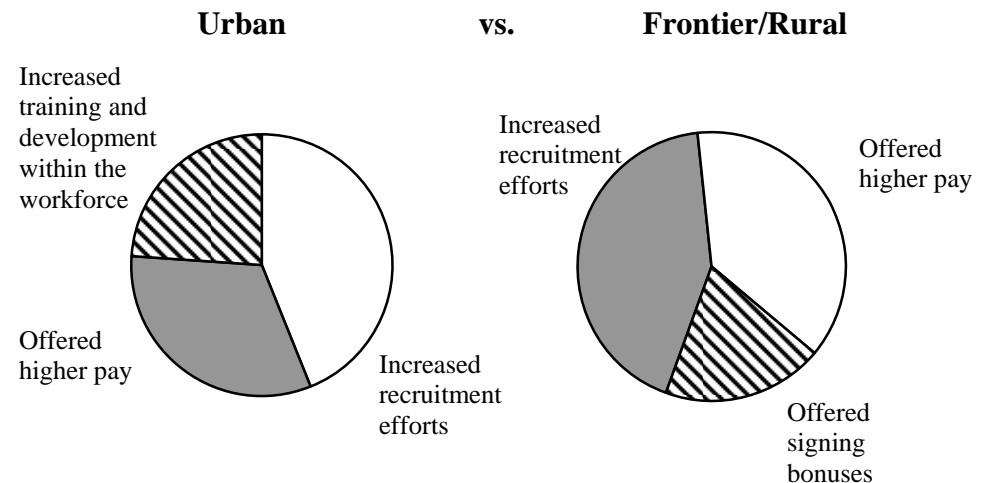
Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2006.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

Figure 14 illustrates the measures taken to tackle the problem of hard-to-fill vacancies. The number one measure taken for both urban and frontier/rural geographic areas was “increased recruitment efforts.” “Offered higher pay” was the second measure taken for both urban and frontier/rural geographic areas. “Increased training and development within the workforce” was the number three measure taken for urban geographic areas; while the third measure taken for frontier/rural geographic areas was “offered signing bonuses.”

Figure 14
Measures Taken to Tackle Hard-to-Fill Vacancies by Geographic Areas



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

